

A majority of the mine workers of each district, one of said Board of Conciliation shall be appointed by each of said organizations, and three other persons shall be appointed by the operators, one in each of the said districts appointing one person. The Board of Conciliation thus constituted shall take up and consider such questions referred to it as aforesaid, hearing both parties to the controversy and such evidence as may be laid before it by either party, and any award made by a majority of such Board of Conciliation shall be final and binding on all parties.

If, however, the said board is unable to decide any question submitted, or point related thereto, that question or point shall be referred to an umpire, to be appointed at the request of said board by one of the circuit judges of the Third Judicial Circuit of the United States, whose decision shall be final and binding in the premises. The membership of said board shall at all times be kept complete, either the operators' or miners' organizations having the right at any time, when a controversy is not pending, to change their representative thereon. At all hearings before said board the parties may be represented by such person or persons as they may respectively select. No suspension of work shall take place, by lockout or strike, pending the adjudication of any matter so taken up for adjustment.

**MAJORITY VOTE.**  
5. Whenever requested by a majority of the contract miners of any colliery, check weightmen or check docking bosses, or both, shall be employed. The wages of said check weightmen and check docking bosses shall be fixed, collected and paid by the miners in such manner as the said miners shall by a majority vote elect; and when requested by a majority of said miners the operators shall pay the wages fixed for check weightmen and check docking bosses out of deductions from the said miners, on such basis as the majority of said miners shall determine.

6. Mine cars shall be distributed among miners who are at work as uniformly and as equitably as possible, and there shall be no concerted effort on the part of the miners or mine workers of any colliery or collieries to limit the output of the mines, or to detract from the quality of the work performed, unless such limitation of output be in conformity to an agreement between an operator or operators and an organization representing a majority of said miners in his or their employ.

7. In all cases where miners are paid by the car the increase awarded to the contract miners is based upon the cars in use, the topping required and the rates paid per car, which were in force on April 1, 1902. Any increase in the size of car or in the topping required shall be accompanied by a proportionate increase in the rate paid per car.

**SLIDING SCALE.**  
8. The following sliding scale of wages shall become effective April 1, 1903, and shall affect all miners and mine workers included in the awards of the commission:

The wages fixed in the award shall be the basis of, and the minimum under the sliding scale:  
For each increase of five cents in the average price of white ash coal of sizes above pea coal, sold at or near New York, between Perth Amboy and Edgewater, and reported to the bureau of anthracite coal statistics above \$1.50 per ton, the wages shall be increased by one cent, in their compensation, which shall continue until a change in the average price of said coal works a reduction or an increase in said additional compensation shall in no case be less than that fixed in the award. That is, when the price of said coal reaches \$1.55 per ton the compensation will be increased 1 per cent, to continue until the price falls below \$1.55 per ton, when the 1 per cent, increase will cease and until the price reaches \$1.60 per ton, when an additional 1 per cent, will be added, and so on.

These average prices shall be computed monthly by an accountant or clerk, named by one of the circuit judges of the Third Judicial Circuit of the United States and paid by the coal operators, such compensation as the appointing judge may fix, which compensation shall be distributed among the operators in proportion to the amount of each mine. In order that the basis may be laid for the successful working of the sliding scale provided herein it is also judged and awarded, that all coal operating companies file at once with the United States Commissioner of Labor, a certified statement of the rates of compensation paid in each occupation known in their companies, as they existed April 1, 1902.

**THE UNION.**  
9. No person shall be refused employment, or in any way discriminated against on account of membership or non-membership in any labor organization, and there shall be no discrimination against, or interference with, any employee who is not a member of any labor organization by members of such organization.

10. All contract miners shall be required to furnish within a reasonable time before each pay-day a statement of the amount of money due from them to their laborers, and such sum shall be deducted from the amount due the contract miner, and paid directly to each laborer by the company. All employees

## Diabetes and Bright's Disease.

Interview With Edward Short of the San Francisco Call.

Mr. Edward Short, connected with the business department of the San Francisco Call, interviewed:

Q—You are reported to have been cured of diabetes?

A—That is right.

Q—Are you sure it was diabetes?

A—I was rejected for insurance, and later falling rapidly, my physician told me I had diabetes and was about to give up his position when I told him. He got the same results I did, and was well when killed a year or so later.

Q—How long did it take you to get well?

A—About a year before I was perfectly well.

Q—Did your physician then test for sugar?

A—Both did. Both said I was cured. I was very greatly surprised at my recovery, for they had told me diabetes was incurable.

Q—How did you cure it?

A—Several. I told my friend, William Martin, an S. P. conductor of Stockton, about it. He had diabetes, and was about to give up his position when I told him. He got the same results I did, and was well when killed a year or so later.

Q—Any others?

A—I told William Hawkins of the Custom House and Captain Hubbard of the barkentine G. N. Castle, upon hearing they had diabetes. Both of them were cured. I also told a neighbor who had diabetes. In a month it was eliminated. I can't recollect all I've told.

Q—Did it fall in any case?

A—Not one. It is the only cure in Bright's Disease and Diabetes. Go over and see Hawkins and he will tell you the same thing.

Medical works agree that Bright's Disease and Diabetes are incurable, but 87 per cent, are positively recovering under the Fulton Compound. (Common form of kidney complaint, after but short resistance). Price, \$1.00 for two bottles, \$2.00 for six bottles. Free tests made for patients. Descriptive pamphlet mailed free.

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